



DEPARTMENT OF THE ARMY  
HEADQUARTERS, SOUTHEAST REGIONAL MEDICAL COMMAND  
FORT GORDON, GEORGIA 30905-5650

REPLY TO  
ATTENTION OF:

MCSE-EO

11 June 2002

MEMORANDUM FOR All Personnel, Southeast Regional Medical Command

SUBJECT: Commanding General's Policy Memorandum No. 2 - Equal Opportunity

1. Equal Opportunity (EO) is an essential element of combat readiness and overall unit effectiveness. Commanders, supervisors, and managers must remain vigilant with both preventive and corrective actions to combat unfairness. Each individual has a personal responsibility to ensure equal opportunity is afforded to all soldiers within the organization.
2. As the Commander, Southeast Regional Medical Command, I am committed to equal opportunity for every member of this command and their family members regardless of race, color, religion, gender, or national origin and to an environment free from sexual harassment. Equal Opportunity is commander's business; we must remain totally committed. Our mission requires mutual trust and unit cohesion, and those essential elements can only be attained where there is confidence in fair treatment and respect for individual aspirations.
3. Allegations of personal or institutional discriminations will be expeditiously and impartially investigated. I expect leaders at all levels to use the administrative and disciplinary tools available to take swift and positive action in the elimination of discrimination and sexual harassment. Commanders will be the EO Officers for their organizations and units. I expect every member of the chain of command to be attentive to safeguarding the legitimate rights of every individual, just as I expect the chain of command to ensure that all soldiers do their duty.
4. I want unit commanders to announce clearly to their command the high standards of conduct they expect, and to take appropriate action when incidents of racial or sexual prejudice or harassment occur. I expect the chain of command to be very informed on EO matters and to set the example.
5. Commanders will be proactive in helping our soldiers to solve problems as soon as possible. Candid and open channels of communication are essential to foster an atmosphere of growth and participation by the entire health care team.
6. Rating and reviewing officials shall evaluate each member's commitment to elimination of unlawful discrimination and/or sexual harassment. Raters and senior

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raters will also document significant deviations from that commitment in evaluation reports. Substantiated formal complaints require "Does not support EO" on the NCOER or the OER. Evaluation also includes administering appropriate administrative, disciplinary, or legal action(s) to correct inappropriate behavior.

7. I hereby express my commitment to the Army's EO Program and charge each member of the command to translate our EO principles into meaningful actions.

8. This policy statement will be permanently posted on all official bulletin boards.



ERIC B. SCHOOMAKER  
Brigadier General, USA  
Commanding